## STATE OF GEORGIA COUNTY OF FULTON CITY OF SOUTH FULTON

### **RESOLUTION NO. 2017-062**

RESOLUTION TO ADOPT AN AMENDED PAY AND CLASS SCALE FOR THE CITY OF SOUTH FULTON, GEORGIA, TO APPROVE THE HUMAN RESOURCES DIRECTOR'S USE THEREOF, AND FOR VARIOUS OTHER PURPOSES.

WHEREAS, the City of South Fulton ("City") is a municipal corporation duly organized and existing under the laws of the State of Georgia;

WHEREAS, Section 4.15 of the City Charter authorizes the City Council to establish personnel policies and procedures;

**WHEREAS,** Sec. 1-6002 of the City of South Fulton Code of Ordinances authorizes the City Council to adopt and approve a pay and classification schedule for use by the Human Resources director;

**WHEREAS**, at the July 25 regular meeting of the City Council, the City Council adopted a pay and classification schedule for City employees as part of the City's employment policy;

WHEREAS, at the September 19, 2017 Special Call Meeting of the City Council, the City Council adopted the Fiscal Year 2018 Final Budget for the City;

WHEREAS, the City's Fiscal Year 2018 Final Budget adjusted certain job classifications and added positions not included in the City's current pay and classification schedule;

**WHEREAS**, the City finds it to be in the public interest and for the protection of the public welfare to amend and update the City's pay and class schedule in accordance with the City's Fiscal Year 2018 Final Budget:

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City as follows:

- 1. **Adoption of Amended Pay and Class System**. That the amended pay and class schedule attached hereto and incorporated herein as a part of this Resolution is hereby adopted by the City and is approved for use by the Human Resources director.
- 2. **Full Force and Effect.** That this Resolution shall be and remain in full force and effect from and after its date of adoption.

- 3. **Severability**. To the extent, any portion of this Resolution is declared invalid, unenforceable or non-binding, that shall not affect the remaining portions of this Resolution.
- 4. **Repeal of Conflicting Provisions**. All City Resolutions are hereby repealed to the extent they are inconsistent with this resolution.
- 5. Effective Date. This Resolution shall take effect immediately.

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The foregoing Resolution No. **2017-062** adopted on **October 17, 2017**, was offered by Councilmember **Gumbs**, who moved its approval. The motion was seconded by Councilmember **Gilyard**, and being put to a vote, the result was as follows:

	AYE	NAY
William "Bill" Edwards, Mayor Catherine Foster Rowell, Mayor Pro Tem Carmalitha Lizandra Gumbs Helen Zenobia Willis Gertrude Naeema Gilyard Rosie Jackson khalid kamau Mark Baker		

THIS RESOLUTION adopted this 17th day of October 2017. CITY OF SOUTH FULTON, GEORGIA

WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:

MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:

JOSH BELINFANTE, INTERIM CITY ATTORNEY



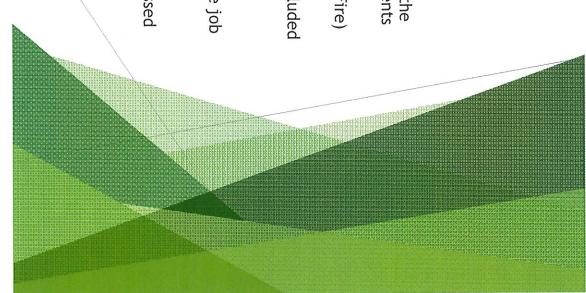
# CITY OF SOUTH FULTON PAY & CLASS UPDATE

Director of Human Resources October 10, 2017

Zina Cooper,

## PRESENTATION OBJECTIVES

- Update Pay & Class Post Budget
- As a result of the proposed and approved headcount requirements to support the 2018 budget and in compliance with prior Personnel Resolutions and Amendments requiring all positions be in the Pay & Class schedule
- are included in the Pay & Class To ensure all job titles for existing SSD departments (Parks & Rec, Police and Fire)
- in the Pay & Class To ensure all required positions for the start up of the Municipal Court are included
- Present Classification and Title Changes
- With the on-boarding of the Director of Community Development Services, the job evaluation and fine tuning of the roles and responsibilities required a reclassification of some positions and titles
- Compression issues were identified in Police and GIS that needed to be addressed

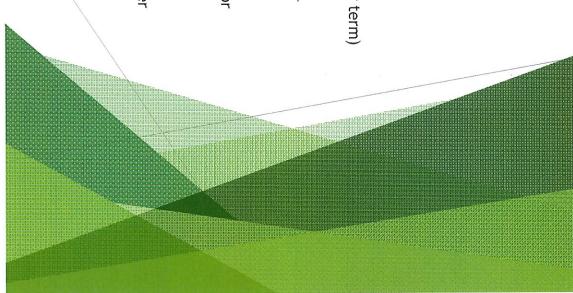


## NARRATIVE

- **New Titles**
- Building Permit Inspector
- Code Enforcement Administrator
- Information Technology Director
- Legislative Specialist
- Network Administrator
- Public Relations specialist
- Records Administrator
- Records and Documents Supervisor
- Storm Water Inspector
- Criminal Information Systems Technician (Police IT)

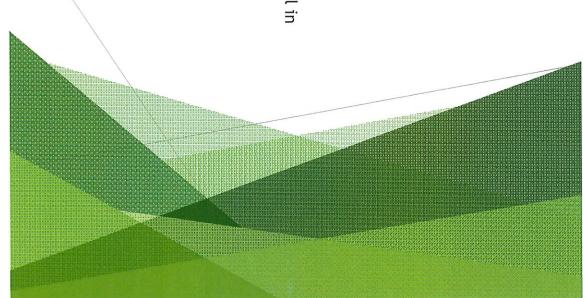
## Courts

- Chief Judge (Contract 4 year term)
- Clerk of Municipal Court
- Deputy Court Administrator -Professional Services
- Municipal Court Clerk
- Municipal Court Administrator
- Pre-Trial Officer
- Probation Officer
- Program & Probation Manager
- Court Reporter (Contract)
- Solicitor (Contract)



## Additional Adjustments

- Compression and Classification Issues
- GIS Analyst Job evaluation and compression
- GIS Specialist Supervisor Job evaluation and compression
- Police Sergeant Police Sergeant and Police Officer III classified at same level in



# **UPDATED ANALYSIS 10.10.2017**

CITY OF SOUTH FULTON
PAY CLASSIFICATION SCHEDULE
REVISED OCTOBER 10, 2017

STORM WATER IN SPECTOR	SENIOR ARBORIST	SOLICITOR	RECORDS AND DOCUMENTS SUPERVISOR	RECORD 8 ADMINISTRATOR	COMMUNITY RELATIONS COORDINATOR	ASSISTANT PUBLIC DEFENDER IV	COURT PROGRAM ADMINISTRATOR	PROBATION OFFICER	PRE-TRIAL RELEASE OFFICER II	POLICE SERGEANT	NETWORK ADMINISTRATOR	COURT ADMINISTRATOR	SOURT ADMINISTRATOR	IR COURT CLERK	COUNCIL ASSISTANT	ERDSION AND SOIL CONTROL INSPECTOR	INFORMATION TECHNOLOGY DIRECTOR	GIS SPECIALIST SUPERVISOR	GIT SPECIALIST III	FLEET SERVICES COORDINATOR	COURT PROGRAM ADMINISTRATOR	Committee in Committee of a committee of the committee of	COUNT NECONATIONS SYSTEMS TECHNICIA	POLIST SEBOSTES	CODE ENFORCEMENT ADMINISTRATOR	NO EQUIVALENT	CHIEF JUDGE	BUILDING IN SPECTOR	ACTIVE STAFF-Fulton Tibe	
833.202	845,370	Determined by STATE	\$42,300	\$60,848	\$38,738	876,158	884,777	844,338	344,338	345,370	804,385	Arrana Arrana	0121.021	\$36,136	AIN	841,288	\$138,044	\$67,358	350,938	344,338	117500		STATE OF THE PERSON	847.288	\$83,237	AIM	Determined by STATE	\$42,300	Min	
367,303	302,205	Section of the second	884,204	378,408	\$68,804	3112734	\$87,168	988,505	988,585	900,400	/49,126	004 207	9131,632	\$62,703		\$81,904	\$204,08B	\$38,727	\$78,408	909,886	100	997188	852.703	381,904	\$102,355			884,204	Max	
Environmental Guality Accordate	Environmental Guelity Accordate	Municipal Court Solicitor	No Equivalent	No Equivalent	No Equivalent	No Equivalent	Assistant Court Administrator, Operations	No Equivalent	No Equivalent	BENGEANT, POLICE DEPARTMENT	Notaboli Administration	National Administrator	MUNICIPAL COURT ADMINISTRATOR	Court Clerk, Benior	No Equivalent	No Equivalent	Information Systems/Technology Director	No Equivalent	No Equivalent	No Equitaient	No. To the last of	Assistant Court Administrator, Operations	No Equivalent	Court Reporter	No Equivalent	Municipal Court Clerk	Municipal Court Judge (Smyrna)	Building inspector	DCA JOD TIDO	
\$28,738	858,738	\$81,183	The state of the s	Caro Picconconstantino del Caro	THE REAL PROPERTY AND ADDRESS OF THE PERSON NAMED IN COLUMN TWO IN COLUMN TO THE PERSON NAMED IN		102,288	\$28,437		401,000	#06.33#	#FF F79	\$20,269	\$25,135			\$104,179		The second second			\$88.237		\$41,288		\$81,288	361,238	\$28,023	MIN	
\$68,604	369,604	\$87,908		ALEGA COLUMNICATION OF THE PARTY OF THE PART	TOTAL STREET	State Section 1975 Section	90077016	270,006		10001	100 000	138 127	\$121,304	\$62,703	THE RESERVED TO SERVED SHOWING	STREET, STREET	3154,108					\$102,166		\$81,904		374,787	361,338	\$66,823	max	-
STORM WATER INSPECTOR	SR. ARBORIST	SOLICITOR (CONTRAT PROFESSIONAL SERVICE)	RECORDS AND DOCUMENTS SUPERVISOR		PUBLIC RELATIONS OF ECIMENS	PUBLIC DEFENDER (CONTROLL TROP COMORDE SERVICE)	316		TOP-TOP-TOP-TOP-TOP-TOP-TOP-TOP-TOP-TOP-		DOI ICE SEDREANT	NETWORK ADMINISTRATOR	MUNICIPAL COURT ADMINISTRATOR	MUICIPAL COURT CLERK	LEGISLATIVE SPECIALIST (COUNCIL AID)	LAND DEVELOPMENT INSPECTOR	INFORMATION TECHNOLOGY DIRECTOR	GIS SPECIALIST SUPERVISOR	Gié ADOLI et	DIE MANIVET		DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES 25	CRIMINAL INFORMATIONS SYSTEMS TECHNICIAN	COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	CODE ENFORCEMENT ADMINISTRATOR	CLERK OF MUNICIPAL COURT	CHIEF JUDGE (CONTRACT PROFESSIONAL SERVICE - 4 YEAR)	BUILDING PERMIT INSPECTOR		
177	a a	DETERM	BE	200	è	4	MESTSU	36	8	A D	22	24	27	14			6	2 3	2 !	20	20	8 26	14	DETERM	27	26	1	12	-	Grade
\$25,236	847,613	DETERMINED BY CONTRACT	610,100	900,400	000,000	900 000	DETERMINED BY CONTRACT	\$52.25a	-	241.512	843.068	\$54,498	\$82,649	\$26,127	BET RATE	941,010	900,000	400	900	142 539	342,539	\$63,368	\$25,127	DETERMINED BY CONTRACT	\$82,849	802,208	DETERMINED BY CONTRACT	900,000	400 000	Min
718,784	201,022	THACI	270'106	902,000	900,000	\$48 254	TRACT	978 471	\$E4 277	\$61.222	\$58.880	\$82,029	\$25,697	\$45,250		270,106	9110,000	****	100 070	264.413	\$54,413	\$78,471	\$42,350	TRACT	\$26,897	176,575	RACI	40,040	Pat dre	Mid
201,440	902,141	****	902,241	970,040	475 540	158 477		\$28.027	197 144	\$82.131	\$71,824	\$51,582	\$102,744	\$62,674		101,200	200,100	\$400 Ten	100 100	\$85.237	\$86,237	\$22,037	\$62,674		\$102,744	100,000	***************************************	400,014	8ED 479	Max
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# PROPOSED PAY & CLASS FOR CoSF 10.10.2017

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SF Job title	Grade 25	S58.856	S73.471	\$88.087	
ACCOUNTING ASSOCIATE	19	\$41,513	$\vdash$	\$62,131	_
NATORI	18	\$39,536	\$49,354	\$59,172	_
	19	\$41,513	\$51,822	\$62,131	-
	26	\$63,564	\$79,349	\$95,134	-1
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564	\$79,349	\$95,134	-
ADMINISTRATIVE SECRETARY	15	\$36,181	\$45,166	\$54,151	- Inc
ADMINISTRATIVE SPECIALIST	12	\$33,111	\$41,333	\$49,556	_
ADMINISTRATIVE TECHNICIAN	10	\$31,210	\$38,961	\$46,711	_
ADMINSITRATIVE CLERK	0	\$27,730	\$34,616	\$41,502	_
AQUATIC INSTRUCTOR	15	\$36,181	\$45,166	\$54,151	
AQUATICS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
ARBORIST	19	\$41.513	\$51,822	\$62,131	_
ASSISTANT TO THE CITY MANAGER	31	\$93,396	\$116,589	\$139,782	
AUDIOVISUAL TECHNICIAN	17	\$38,385	\$47.917	\$57,448	
BUDGET ANALYST	22	\$48,056	\$59,990	\$71,924	
BUDGET MANAGER	30	\$86,478	\$107,953	\$129,428	
BUILDING PERMIT INSPECTOR	18	\$39,536	\$49,354	\$59,172	_
BUSINESS TAX INSPECTOR	16	\$37,267	\$46,521	\$55,775	
BUSINESS TAX SPECIALIST	11	332,146	-	346,112	
CHIEF FINANCIAL OFFICER	28	\$74.141	\$97 557	\$110 964	
CITY CLERK	29	\$80,072	\$99,957	\$119,841	
CITY ENGINEER	28	\$74,141	\$92,552	\$110,964	
CLERK OF MUNICIPAL COURT	25	\$58,856	\$73,471	\$88,087	
CODE ENFORCEMENT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	_
CODE ENFORCEMENT MANAGER	24	\$54,496	\$68,029	\$81,562	_
CODE ENFORCEMENT OFFICER I	15	\$36,181	\$45,166	\$54,151	
CODE ENFORCEMENT OFFICER II	16	\$37,267	\$46,521	\$55,775	
CODE ENFORCEMENT TEAM LEADER	18	\$39,536		\$59,172	
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396	1-	\$139,782	
CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
CONTROLLER	31	\$93,396	\$116,589	\$139,/82	
COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	3 0	500,000	CAS 573	\$51 DAS	
CREW CENTER ASOR	19 2	\$41.513	\$51.822	\$62,131	
CREW SUPERVISOR, SENIOR	20	\$43,589	\$54,413	\$65,237	
CRIME SCENE SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
CRIMINAL INFORMATIONS SYSTEMS TECHNICIAN	14	\$35,127	\$43,850	\$52,574	
DEPUTY CITY CLERK	26	\$63,564	\$79,349	\$95,134	
DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$58,856	\$73,471	\$88,087	
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072	\$99,957	\$119,841	
DEPUTY DIRECTOR, PLANNING	29	\$80,072	\$99,957	\$119,841	
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072	\$99,957	\$119,841	
DEVELOPMENT SERVICES MANAGER	24	\$54,496	\$68,029	\$81,562	
DEVELOPMENT SITE INSPECTOR	20	\$43,589	\$54,413	\$65,237	
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,589	\$54,413	\$65,237	

\$75 520	000 030	650 450	22	THE PROPERTY OF THE PARTY OF THE
\$59,172	\$49,354	\$39,536	18	
\$44,029	\$36,724	\$29,419	8	MAINTENANCE WORKER, SENIOR
\$41,502	\$34,616	\$27,730	6	MAINTENANCE WORKER
\$44,029	\$36,724	\$29,419	8	JFEGUARD
		SET RATE	PT	LEGISLATIVE SPECIALIST (COUNCIL AID)
\$139,782	\$116,589	\$93,396	31	NFORMATION TECHNOLOGY DIRECTOR
\$52,574		\$35,127	14	HUMAN RESOURCES SPECIALIST
\$71,924	\$59,990	\$48,056	22	R GENERALIST
\$54,151	\$45,166	\$36,181	15	HEAVY EQUIPMENT OPERATOR
\$55,775	\$46,521	\$37,267	16	EAVY EQUIPMENT MECHANIC
\$44,029	\$36,724	\$29,419	80	SROUNDS & PARKS MAINTENANCE WORKER
\$65,237	\$54,413	\$43,589	20	SRAPHIC DESIGNER
\$102,744		\$68,649	27	GRANTS ADMINISTRATOR
\$81,562		\$54,496	24	GIS SPECIALIST SUPERVISER
\$65,237	\$54,413	\$43,589	20	GIS ANALYST
\$75,520	\$62,990	\$50,459	23	GENERAL SUPERVISOR, ROADS
\$55,775	\$46,521	\$37,267	16	ORENSIC TECHNICIAN
\$65,237	\$54,413	\$43,589	20	FLEET SERVICES COORDINATOR
\$65,237	-	\$43,589	20	FLEET SERVICE COORDINATOR, POLICE
\$95,134	-	\$63,564	26	FLEET MANAGER
\$51,042	-	\$34,104	13	FISCAL SUPPORT SPECIALIST
\$65,237	\$54,413	\$43,589	20	FIREFIGHTER III
\$62,131	\$51,822	\$41,513	19	FIREFIGHTER II
\$59,172	\$49,354	\$39,536	18	FIREFIGHTERI
\$62,131	-	\$41,513	19	FIRE PREVENTION OFFICER
\$119,841	-	\$80,072	29	FIRE MARSHALL
\$81,562		\$54,496	24	FIRE LIEUTENANT
\$59,172	+	\$39,536	18	FIRE EDUCATION SPECIALIST
\$95,134	-	\$63,564	26	FIRE DEPUTY MARSHAL
\$139,782	\$116,589	\$93,396	31	FIRE DEPUTY CHIEF
\$176,086	-	\$117,653	34	FIRE CHIEF
\$95,134	-	\$63,564	26	FIRE CAPTAIN
\$102,744	\$85,697	\$68,649	27	FIRE BATTALION CHIEF
\$95,134	\$79,349	\$63,564	26	INANCIAL SYSTEMS MANAGER
\$68,499	\$57,133	\$45,768	21	XECUTIVE ASSISTANT MAYOR
\$62,131	\$51,822	\$41,513	19	XECUTIVE ASSISTANT
\$62,131	\$51,822	\$41,513	19	EROSION AND SOIL INSPECTOR
\$49,556	\$41,333	\$33,111	12	EQUIPMENT OPERATOR, SENIOR
\$46,711	\$38,961	\$31,210	10	QUIPMENT OPERATOR
\$62,131	\$51,822	\$41,513	19	ENVIRONMENTAL COURT COORDINATOR
\$65,237	\$54,413	\$43,589	20	ENGINEERING TECHNICIAN, SENIOR
\$59,172	\$49,354	\$39,536	18	INGINEERING TECHNICIAN
\$110,964	\$92,552	\$74,141	28	
\$139,782	\$116,589	\$93,396	31	DIRECTOR, TRANSPORTATION
\$139,782	\$116,589	\$93,396	31	DIRECTOR, PARKS & RECREATION
4100,102		000,000	01	CINECION, COMMON I DEACEOUNIES OF STOLE
2	27.7	502 205	24	CECOTO COMMENTAL DE CECOTO CONTROL CON

18 SS2,146 SAU,126 20 S43,589 SS4,413 20 S43,589 SS4,439 20 S43,589 SS4,439 20 S43,589 SS4,439 20 S43,589 SS4,439 21 S53,589 SS7,143 24 SS4,486 S80,029 27 S53,589 SS7,133 28 S53,583 SS4,489 29 S54,439 SS2,989 21 S54,439 SS2,989 21 S54,513 SS1,822 29 S41,513 SS1,822 29 S53,499 SS2,999 21 S54,513 SS1,822 21 S53,499 SS2,999 22 S53,499 SS2,999 23 S53,499 SS2,999 24 S54,513 SS1,822 25 S58,699 SS6,699 SS6,699 25 S58,699 SS6,699 SS	PARK SERVICES MANAGER PARK SERVICES SUPERVISOR PAYROLL & LEAVE SPECIALIST	1 19 26	\$63,564 \$41,513 \$32,146	\$79,349 \$51,822 \$40,129	\$95,134 \$62,131 \$48,112
20    543,589    554,413    525,589    525,999    525	PERMIT SPECIALIST PLANNER I	18 11	\$32,146 \$39,536	\$40,129 \$49,354	\$48,112 \$59,172
20 \$43,569 \$54,473 \$12,222 \$25	PLANNER II	20	\$43,589	\$54,413	\$65,237
28   574,41   502,552	PLANS REVIEWER	20	\$43,589	\$54,413	\$65,237
### 1975 1975 1975 1975 1975 1975 1975 1975	POLICE CAPTAIN	28	\$74,141	\$92,552	\$110.96
### 1915	POLICE CHIEF	34		\$146,869	\$176,086
21   54.5.78   587.133     22   55.4.69   588.029     23   53.6.77   599.957     24   54.6.78   57.133     25   54.6.78   57.133     27   54.6.78   57.133     27   54.6.78   57.133     27   54.6.78   57.133     28   54.6.78   57.133     29   54.6.78   57.133     20   54.6.78   57.133     21   54.6.78   57.133     22   54.6.58   573.471     23   54.6.78   57.471     24   54.6.78   57.471     25   54.6.88   57.473     26   54.6.78   57.471     27   54.6.78   57.471     28   54.6.88   57.473     29   54.6.78   57.471     20   54.6.78   57.471     21   54.6.78   57.471     22   54.6.78   57.471     23   54.6.88   57.471     24   54.6.88   57.471     25   54.6.88   57.471     26   54.6.88   57.471     27   54.6.88   57.471     28   54.6.88   57.471     29   54.6.78   54.6.88     20   54.6.78   54.6.88     21   54.6.78   54.6.88     22   54.6.88   57.471     23   54.6.88   57.471     24   54.6.88   57.471     25   54.6.88   57.471     26   54.6.88   57.471     27   54.6.88   56.6.88     28   54.7.917     28   54.6.88   57.471     29   54.6.78   54.6.88     39   54.6.78   54.6.88     30   54.6.78   54.6.88     30   54.6.78   54.6.88     31   31   34.6.88     31   34.6.88   54.6.88     32   34.6.88   34.6.88     34   54.6.88   54.6.88     35   54.6.8	POLICE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782
24   SSA,466   SSB,025     25   SSB,025   SSB,025     27   SSB,027   SSB,027     29   SSB,027   SSB,027     20   SSB,025   SSB,025   SSB,025     21   SSB,025   SSB,025   SSB,025     22   SSB,025   SSB,025     23   SSB,025   SSB,025     24   SSB,025   SSB,025     25   SSB,025   SSB,025     26   SSB,025   SSB,025     27   SSB,025   SSB,025     28   SSB,025   SSB,025     29   SSB,025   SSB,025     20   SSB,025   SSB,025     21   SSB,025   SSB,025     22   SSB,025   SSB,025     23   SSB,025   SSB,025     24   SSB,025   SSB,025     25   SSB,025   SSB,025     26   SSB,025   SSB,025     27   SSB,025   SSB,025     28   SSB,025   SSB,025	POLICE DETECTIVE	21	\$45,768	\$57,133	\$68,499
29   290,007   291,207   292,207   293,207   294,208	POLICE LIEUTENANT	24	\$54,496	\$68,029	\$81,562
27   284,473   27   284,286   287,133   27   288,287	BOLICE OFFICER	19	\$41.513	\$51,822	\$62 131
21   545,788   587,133     OT   22   548,686   573,471     OT   27   548,686   573,471     OT   27   548,646   589,990     OT   37,4171   381,822     OT   381,822   385,687     OT   381,822   385,687     OT   381,822   385,687     OT   381,822   385,687     OT   381,822   385,887     OT   381,822   381,822     OT   381,823   381,822     OT   381,823   381,822     OT   381,823   381,822     OT   381,823   381,823     OT	POLICE OFFICER II	20	\$43,589	\$54,413	\$65,237
OTT         25         858,865         873,471           OTT         22         440,056         859,990           R         19         441,513         851,822           R         19         441,513         851,822           RINGN MANAGER         27         588,649         855,697           ATORIO MANAGER         27         588,649         855,697           ARATOR         27         588,649         855,697           RANTOR         13         584,049         852,990           MENIS COODDINATOR         13         584,049         852,990           MENIS SUPERVISOR         19         541,513         551,822           R SUPERVISOR         19         541,513         551,822           R SUPERVISOR         19         541,513         551,822           R SUPERVISOR         25         528,865         573,471           ALIST         25         558,865         573,471           ALIST         25         558,865         573,471           ALIVST         25         558,865         573,471           15         588,865         573,471           15         588,865         573,471           1	POLICE OFFICER III	21	\$45,768	\$57,133	\$68,499
22   \$48,056   \$59,900	POLICE OFFICER, PILOT	25	\$58,856	\$73,471	\$88,087
REAL PROFESSIONAL SERVICE) 25 SS8.666 S73.471 ATION MANAGER 25 SS8.667 S73.471 (CONTRACT PROFESSIONAL SERVICE) 24 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 24 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 24 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 27 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 27 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 28 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 25 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 25 SS8.668 S73.471 (CONTRACT PROFESSIONAL SERVICE) 27 SS8.368 S73.471 (CONTRACT PROFESSIONAL SERVIC	POLICE SERGEANT	22	\$48,056	\$59,990	\$71,924
27   \$88,866   \$73,471     PROFESSIONAL SERVICE  24   \$54,856   \$83,256     PROFESSIONAL SERVICE  24   \$54,856   \$58,256     PROFESSIONAL SERVICE  27   \$58,646   \$56,557     AGER	PRE-TRIAL OFFICER	0 0	241,513	\$51,022	\$62,13
AGER PROFESSIONAL SERVICE) PROFESSIONAL SERV	PROFESSIONAL ENGINEER	27	\$68,649		\$102,74
PROFESSIONAL SERVICE) 24 S54.496 88.029  PROFESSIONAL SERVICE) 27 588.446 885.097  27 588.446 885.097  28 589.499 285.099  29 589.499 285.099  PERVISOR 19 541.513 557.822  OR ASSISTANT 1 18 539.39 549.394  26 588.666 573.471  27 588.666 573.471  28 589.395 572.471  29 589.395 572.471  21 589.395 572.471  22 589.395 572.471  23 589.395 572.471  24 589.395 572.471  25 589.395 572.471  27 589.395 572.471  28 589.395 572.471  29 589.395 572.471  21 589.395 572.471  22 589.395 572.471  23 589.395 572.471  24 589.395 572.471  25 589.395 572.471  26 589.395 572.471  27 589.395 572.471  28 589.395 572.471  29 589.395 572.471  29 589.395 572.471  20 589.395 572.471  21 589.395 572.471  22 589.395 572.471  23 589.395 572.471  24 589.395 572.471  25 589.395 572.471  27 589.395 572.471  28 589.395 572.471  29 589.395 572.471  29 589.395 572.471  20 589.395 572.471  21 589.395 572.471  22 589.395 572.471  23 589.395 572.471  24 589.395 572.471  25 589.395 572.471  26 589.395 572.471  27 589.395 572.471  28 589.395 572.471  29 589.395 572.471  20 589.395 572.471  20 589.395 572.471  21 589.395 572.471  22 589.395 572.471  23 589.395 572.471  24 589.395 572.471  25 589.395 572.471  26 589.395 572.471  27 589.395 572.471  28 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  20 589.395 572.471  21 589.395 572.471  22 589.395 572.471  23 589.395 572.471  24 589.395 572.471  25 589.395 572.471  27 589.395 572.471  28 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471  29 589.395 572.471	PROGRAMS & PROBATION MANAGER	25	\$58,856		\$88,087
AGER 27 580,489 835,697 29 890,346 835,697 29 890,346 835,697 29 890,346 82,290 29 890,346 82,290 29 890,346 82,290 29 890,346 82 82 82 82 82 82 82 82 82 82 82 82 82	PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	24	\$54,496	\$68,029	\$81,562
23   \$50,459   \$52,990     \$50,700   \$10   \$54,700     \$25,700   \$41,510   \$51,822     \$50,800   \$19   \$41,510   \$51,822     \$51,822   \$19   \$41,510   \$51,822     \$51,823   \$19,200   \$19,300     \$51,827   \$19   \$41,510   \$51,827     \$51,825   \$49,326   \$49,326     \$51,827   \$25,856   \$73,471     \$51,827   \$25,856   \$73,471     \$51,827   \$25,856   \$73,471     \$51,827   \$25,856   \$73,471     \$51,827   \$51,827     \$	PURCHASING/PROCLIBMENT MANAGER	27	\$68,649	\$85,697	\$102.74
CILMENTS CODEDINATOR         13         SSA 104         \$26.273           DOLIMENTS SUPERVISOR         19         \$41.513         \$51.822           ER SUPERVISOR         19         \$41.513         \$51.822           ERS SUPERVISOR         19         \$41.513         \$51.822           AUGER         19         \$41.513         \$50.936         \$49.354           AUGER         25         \$58.866         \$73.471         \$41.033         \$73.471         \$41.033         \$67.247           JALIST         25         \$58.866         \$73.471         \$41.033         \$67.947 <td>RECORDS ADMINISTRATOR</td> <td>23</td> <td>\$50,459</td> <td>\$62,990</td> <td>\$75,520</td>	RECORDS ADMINISTRATOR	23	\$50,459	\$62,990	\$75,520
DECHMENTS SIPERVISOR 19 541,513 57,327  ERR SIPERVISOR 19 541,513 57,327  AGER SIPERVISOR ASSISTANT 19 545,530 549,334  FRAT PROFESSIONAL SERVICE) 25 558,856 573,477  NALVST 25 558,856 573,477  NALVST 25 558,856 573,477  NALVST 27 558,649 557,347  PAT PROFESSIONAL SERVICE) 25 558,856 573,477  NIS MANUAGER 25 558,856 573,477  NIS MANUAGER 27 558,856 573,477  NIS	RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104	\$42,573	\$51,042
IR SUPERVISOR, ASSISTANT	RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,513	\$51,822	\$62,131
AGER         25         SSB.856         \$73.471           SALLIST         9         229.419         \$38.2724           SALLIST         25         \$38.686         \$73.471           NALVIST         25         \$58.686         \$73.471           SALLIST         12         \$38.11         \$47.333           PRAT PROFESSIONAL SERVICE)         25         \$38.866         \$73.471           NIS MANUAGER         27         \$88.496         \$85.6717           SUPERVISOR         27         \$88.956         \$97.133           SUPERVISOR         27         \$45.786         \$57.133           MARKINSOS SPECIALIST         12         \$45.786         \$57.133           MARKINSOS SPECIALIST         12         \$33.111         \$41.333	RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536	\$49,354	\$59,172
DIALIST         8         829,419         829,419         826,724           NALYST         25         858,866         873,477           NALYST         23         850,459         862,990           NATAT PROFESSIONAL SERVICE)         12         833,111         \$1,333           SPECIOR         17         838,856         \$17,471           DNS MANAGER         27         \$98,649         395,697           SUPERVISOR         21         \$44,764         \$57,133           MARRINISOR         21         \$45,764         \$57,133           MARRINISOR         21         \$54,676         \$57,133           MARRINISOR         21         \$33,111         \$41,333	RECREATION MANAGER	25	\$58,856	\$73,471	\$88,087
NALIVST 25 SS8.895 \$7.3.47  NALIVST 25 SS8.895 \$82.990  RI AND PROFESSIONAL SERVICE) 25 SS8.895 \$47.347  SPECTOR 17 SS8.895 \$47.347  DIS MANAGER 27 SS8.895 \$47.947  ECHNICIAN 27 SS8.895 \$49.394  SUPERVISOR 27 SS8.895 \$89.395  NARANNOS SPECIALIST 27 SS8.195 \$57.333  MARANNOS SPECIALIST 27 SS8.11 \$41.333	RECREATION SPECIALIST	8	\$29,419	\$36,724	\$44,029
RATI PROFESSIONAL SERVICE) 12 533.111 54.1333 17.5 17.5 17.5 17.5 17.5 17.5 17.5 17.5	RISK MANAGER	3 6	\$50,450	\$67 000	\$75.57
RAT PROFESSIONAL SERVICE)         25         \$58,856         \$73,471           SPECTOR         77         \$38,385         \$47,977           NIS MANUAGER         27         \$58,646         \$85,673           ECHNICIAN         18         \$28,935         \$49,354           SUPERVISOR         21         \$45,784         \$57,133           MARKINSCS SPECIALIST         12         \$33,111         \$41,333	SIGNEARRICATOR	12	\$33.111	\$41.333	\$49.556
17 \$38.385 \$47,917 27 \$58.649 \$85.697 18 \$39.536 \$49,354 21 \$45,788 \$57,333 12 \$33,111 \$41,333	SOLICITOR (CONTRAT PROFESSIONAL SERVICE)	25	\$58,856	\$73,471	\$88,087
27 S88,649 S88,5697 18 S99,595 S49,354 21 S45,768 S57,138 ECIALIST 22 S33,111 541,333	STORM WATER INSPECTOR	17	\$38,385	\$47,917	\$57,448
18 \$39,536 \$49,354 21 \$45,768 \$57,133 ECIALIST 12 \$33,111 \$41,333	TRAFFIC OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,74
21 \$45,768 \$57,133 ECIALIST 12 \$33,111 \$41,333	TRAFFIC SIGNAL TECHNICIAN	18	\$39,536	\$49,354	\$59,172
ECIALIST 12 \$33,111 \$41,333	TRAFFIC SIGNALS SUPERVISOR	21	\$45,768	\$57,133	\$68,499
	TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,111	\$41,333	\$49,556

Proposed COSF Job title	Grade	Min	Mid	Max	Comments
ACCOUNTANT	25	\$58,856	\$73,471	\$88,087	
ACCOUNTING ASSOCIATE	19	\$41,513	\$51,822	\$62,131	
ADMINISTRATIVE COORDINATOR I	18	\$39,536	\$49,354	\$59,172	
ADMINISTRATIVE COORDINATOR II	19	\$41,513	\$51,822	\$62,131	
ADMINISTRATIVE MANAGER, FIRE	26	\$63,564	\$79,349	\$95,134	
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564	\$79,349	\$95,134	
ADMINISTRATIVE SECRETARY	15	\$36,181	\$45,166	\$54,151	
ADMINISTRATIVE SPECIALIST	12	\$33,111	\$41,333	\$49,556	
ADMINISTRATIVE TECHNICIAN	10	\$31,210	\$38,961	\$46,711	
ADMINSITRATIVE CLERK	6	\$27,730	\$34,616	\$41,502	
AQUATIC INSTRUCTOR	15	\$36,181	\$45,166	\$54,151	
AQUATICS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
ARBORIST	19	\$41,513	\$51,822	\$62,131	
ASSISTANT TO THE CITY MANAGER	31	\$93,396		\$139,782	
	17	\$38,385	\$47,917	\$57,448	
AUDIO/VISUAL TECHNICIAN	22	\$48,056	\$59,990	\$71,924	
BUDGET ANALYST	30	\$86,478	\$107,953	\$129,428	
BUDGET MANAGER					New Title
BUILDING PERMIT INSPECTOR	18	\$39,536	\$49,354		New Title
BUSINESS TAX INSPECTOR	16	\$37,267		\$55,775	
BUSINESS TAX SPECIALIST	11	\$32,146	\$40,129	\$48,112	
CHIEF FINANCIAL OFFICER	34		\$146,869	\$176,086	0 1
CHIEF JUDGE	The state of the s	INED BY C		4110011	Courts
CITY CLERK	29	\$80,072	\$99,957	\$119,841	
CITY ENGINEER	28	\$74,141		\$110,964	
CLERK OF MUNICIPAL COURT	25	\$58,856		\$88,087	
CODE ENFORCEMENT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	New Title
CODE ENFORCEMENT MANAGER	24	\$54,496	\$68,029	\$81,562	
CODE ENFORCEMENT OFFICER I	15	\$36,181	\$45,166	\$54,151	
CODE ENFORCEMENT OFFICER II	16	\$37,267	\$46,521	\$55,775	
CODE ENFORCEMENT TEAM LEADER	18	\$39,536	\$49,354	\$59,172	
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396	\$116,589	\$139,782	
CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
CONTROLLER	31	\$93,396	\$116,589	\$139,782	
COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	DETERM	INED BY C	ONTRACT		Courts
CREW LEADER	13	\$34,104	\$42,573	\$51,042	
CREW SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
CREW SUPERVISOR, SENIOR	20	\$43,589	\$54,413	\$65,237	
CRIME SCENE SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
CRIMINAL INFORMATIONS SYSTEMS TECHNICIAN	14	\$35,127	\$43,850	\$52,574	Police IT
DEPUTY CITY CLERK	26	\$63,564	\$79,349	\$95,134	
DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$58,856	\$73,471	\$88,087	Courts
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072	\$99,957	\$119,841	
DEPUTY DIRECTOR, PLANNING	29	\$80,072	\$99,957	\$119,841	Title change
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072	\$99,957	\$119,841	
DEVELOPMENT SERVICES MANAGER	24	\$54,496	\$68,029	\$81,562	
DEVELOPMENT SITE INSPECTOR	20	\$43,589	\$54,413	\$65,237	Title change
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,589	\$54,413	\$65,237	
DIRECTOR OF HUMAN RESOURCES	31	\$93,396	\$116,589		
	31	\$93,396	\$116,589		
DIRECTOR, COMMUNITY DEVELOPMENT SERVICES	31	\$93,396	\$116,589		
DIRECTOR, PARKS & RECREATION	31	\$93,396	\$116,589		
DIRECTOR, TRANSPORTATION	31	φ33,330	φ110,009	φ108,702	

Proposed COSF Job title	Grade	Min	Mid	Max	Comments
ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141	\$92,552	\$110,964	
ENGINEERING TECHNICIAN	18	\$39,536	\$49,354	\$59,172	
ENGINEERING TECHNICIAN, SENIOR	20	\$43,589	\$54,413	\$65,237	
ENVIRONMENTAL COURT COORDINATOR	19	\$41,513	\$51,822	\$62,131	
EQUIPMENT OPERATOR	10	\$31,210	\$38,961	\$46,711	
EQUIPMENT OPERATOR, SENIOR	12	\$33,111	\$41,333	\$49,556	
LAND DEVELOPMENT INSPECTOR	19				Title change
EXECUTIVE ASSISTANT	19	\$41,513	\$51,822	\$62,131	
EXECUTIVE ASSISTANT MAYOR	21	\$45,768	\$57,133	\$68,499	
FINANCIAL SYSTEMS MANAGER	26	\$63,564	\$79,349	\$95,134	
FIRE BATTALION CHIEF	27	\$68,649	\$85,697	\$102,744	
FIRE CAPTAIN	26	\$63,564	\$79,349	\$95,134	
	34	\$117,653		\$176,086	
FIRE CHIEF FIRE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782	
	26	\$63,564	\$79,349	\$95,134	
FIRE DEPUTY MARSHAL				\$59,172	
FIRE EDUCATION SPECIALIST	18	\$39,536	\$49,354		
FIRE LIEUTENANT	24	\$54,496	\$68,029	\$81,562	
FIRE MARSHALL	29	\$80,072	\$99,957	\$119,841	
FIRE PREVENTION OFFICER	19	\$41,513	\$51,822	\$62,131	
FIREFIGHTER I	18	\$39,536	\$49,354	\$59,172	
FIREFIGHTER II	19	\$41,513	\$51,822	\$62,131	
FIREFIGHTER III	20	\$43,589	\$54,413	\$65,237	
FISCAL SUPPORT SPECIALIST	13	\$34,104	\$42,573	\$51,042	
FLEET MANAGER	26	\$63,564	\$79,349	\$95,134	
FLEET SERVICE COORDINATOR, POLICE	20	\$43,589	\$54,413	\$65,237	
FLEET SERVICES COORDINATOR	20	\$43,589	\$54,413		Police Fleet
FORENSIC TECHNICIAN	16	\$37,267	\$46,521	\$55,775	
GENERAL SUPERVISOR, ROADS	23	\$50,459	\$62,990	\$75,520	
GIS ANALYST	20	\$43,589	\$54,413	\$65,237	Compression
GIS MANAGER	24	\$54,496	\$68,029	\$81,562	Classification Change
GRANTS ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	
GRAPHIC DESIGNER	20	\$43,589	\$54,413	\$65,237	
GROUNDS & PARKS MAINTENANCE WORKER	8	\$29,419	\$36,724	\$44,029	
HEAVY EQUIPMENT MECHANIC	16	\$37,267	\$46,521	\$55,775	
HEAVY EQUIPMENT OPERATOR	15	\$36,181	\$45,166	\$54,151	
HR GENERALIST	22	\$48,056	\$59,990	\$71,924	
HUMAN RESOURCES SPECIALIST	14	\$35,127	\$43,850	\$52,574	
INFORMATION TECHNOLOGY DIRECTOR	31	\$93,396	\$116,589		New Title
LEGISLATIVE SPECIALIST (COUNCIL AID)	PT	SET RATI			New Title
LIFEGUARD	8	\$29,419	\$36,724	\$44,029	
MAINTENANCE WORKER	6	\$27,730	\$34,616	\$41,502	
	8	\$29,419	\$36,724	\$44,029	
MAINTENANCE WORKER, SENIOR	18	\$39,536	\$49,354	\$59,172	
MANAGEMENT / POLICY ANALYST I	23		\$62,990	\$75,520	
MANAGEMENT / POLICY ANALYST III	13	\$50,459		\$51,042	
MARKETING SPECIALIST		\$34,104	\$42,573 \$43,850		Courts
MUNICIPAL COURT CLERK	14 27	\$35,127			
MUNICIPAL COURT ADMINISTRATOR		\$68,649	\$85,697	\$102,744	
NETWORK ADMINISTRATOR	24	\$54,496	\$68,029		New Title
NETWORK SPECIALIST	20	\$43,589	\$54,413	\$65,237	
OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768	\$57,133	\$68,499	
PARK SERVICES MANAGER	26	\$63,564	\$79,349	\$95,134	

Proposed COSF Job title	Grade	Min	Mid	Max	Comments
PARK SERVICES SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
PAYROLL & LEAVE SPECIALIST	11	\$32,146	\$40,129	\$48,112	
PERMIT SPECIALIST	11	\$32,146	\$40,129	\$48,112	
PLANNER I	18	\$39,536	\$49,354	\$59,172	
PLANNER II	20	\$43,589	\$54,413	\$65,237	
PLANNER III (Senior)	23	\$50,459	\$62,990	\$75,520	
PLANS REVIEWER	20	\$43,589	\$54,413	\$65,237	
POLICE CAPTAIN	28	\$74,141	\$92,552	\$110,964	
POLICE CHIEF	34	\$117,653	\$146,869	\$176,086	
POLICE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782	
POLICE DETECTIVE	21	\$45,768	\$57,133	\$68,499	
POLICE LIEUTENANT	24	\$54,496	\$68,029	\$81,562	
POLICE MAJOR	29	\$80,072	\$99,957	\$119,841	
POLICE OFFICER I	19	\$41,513	\$51,822	\$62,131	
POLICE OFFICER II	20	\$43,589	\$54,413	\$65,237	
POLICE OFFICER III	21	\$45,768	\$57,133	\$68,499	
POLICE OFFICER, PILOT	25	\$58,856	\$73,471	\$88,087	
POLICE SERGEANT	22	\$48,056	\$59,990	\$71,924	Police Compress/PIII
PRE-TRIAL OFFICER	19	\$41,513	\$51,822	\$62,131	Courts
PROBATION OFFICER	19	\$41,513	\$51,822	\$62,131	Courts
PROFESSIONAL ENGINEER	27	\$68,649	\$85,697	\$102,744	
PROGRAMS & PROBATION MANAGER	25	\$58,856	\$73,471	\$88,087	Courts
PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	DETERM	INED BY C	ONTRACT		
PUBLIC RELATIONS SPECIALIST	18	\$39,536	\$49,354	\$59,172	New Title
PURCHASING/PROCURMENT MANAGER	27	\$68,649	\$85,697	\$102,744	
RECORDS ADMINISTRATOR	23	\$50,459	\$62,990	\$75,520	New Title
RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104	\$42,573	\$51,042	
RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	New Title
RECREATION CENTER SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536	\$49,354	\$59,172	
RECREATION MANAGER	25	\$58,856	\$73,471	\$88,087	
RECREATION SPECIALIST	8	\$29,419	\$36,724	\$44,029	
RISK MANAGER	25	\$58,856	\$73,471	\$88,087	
SENIOR BUDGET ANALYST	23	\$50,459	\$62,990	\$75,520	
SIGN FABRICATOR	12	\$33,111	\$41,333	\$49,556	
SOLICITOR (CONTRAT PROFESSIONAL SERVICE)	DETERM	INED BY C	ONTRACT		Courts
STORM WATER INSPECTOR	17	\$38,385	\$47,917	\$57,448	New Title
TRAFFIC OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
TRAFFIC SIGNAL TECHNICIAN	18	\$39,536	\$49,354	\$59,172	
TRAFFIC SIGNALS SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,111	\$41,333	\$49,556	
TREASURY MANAGER	28	\$74,141	\$92,552	\$110,964	